

# **FACULTY AND STAFF ETHNIC DIVERSITY Annual Update**

**October 11, 2022  
Board of Trustees Presentation**



# SUMMARY OF SELECT DEIAA INITIATIVES

## Equal Employment Opportunity Advisory Committee (EEOAC) and Human Resources Collaboration

- ▶ Review of hiring processes, committee hiring orientation and committee monitor orientation
- ▶ Associate Faculty Recruitment Open Houses
- ▶ College Recruiting Fairs
- ▶ Diversity & Inclusion Climate Survey
- ▶ Administrator Diversity Mentorship Program
- ▶ SRJC recognition in EEO Best Practices Handbook
- ▶ Higher Education Excellence in Diversity (HEED) Award

# SUMMARY OF SELECT DEIAA INITIATIVES

## Embracing a Culture of Inclusion Program (ECI) and Employee Affinity Group Collaboration

- ▶ ECI Implemented in 2016 to provide professional development for employees on DEIAA topics and community building opportunities
- ▶ Collaboration with Employee Affinity Groups
  - Improving Hiring and Retention Efforts workshop (Fall 2021)
  - Leading Inclusive Meetings workshop (Spring 2022 PDA Workshop)
  - Courageous Leaders Academy (Fall 2022)
  - Affinity Group New Employee Welcome Reception (Fall 2022)



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# COURAGEOUS LEADERS ACADEMY HIGHLIGHTS

Session	Details
1	<b>Introduction/Orientation Session: Developing Emotional Intelligence</b> Learn core diversity and inclusion leadership strategies through self-awareness and empathy. Facilitator/Trainer: Shakti Butler
2	<b>Understanding Cultural Humility</b> Learn how our individual cultures and worldviews affect the ways we understand the world and the people around us. Facilitator/Trainer: Renee Tajima-Peña
3	<b>Defining DEIA Concepts, Principles, and Practices</b> Learn foundational understanding of key aspects of DEIA. Facilitator/Trainer: Andrew Jolivette
4	<b>Identifying Implicit Stereotypes and Addressing [Micro]aggressions</b> Learn how to identify implicit stereotypes and ways to recognize and respond to [micro]aggressions. Facilitator/Trainer: Hugh Vasquez
5	<b>Disrupting Systemic Oppression and Dismantling White Privilege</b> Learn how white privilege operates in the community college setting and is maintained within a system of inequity and how to combat it. Facilitator/Trainer: Tim Wise
6	<b>Implementing Courageous Conversations</b> Learn how to address the realities of having anti-racist conversations with colleagues and in your sphere of influence. Facilitator/Trainer: Mohammed Bilal
7	<b>Building Allyship – Change to Becoming an Accomplice</b> Learn allyship skills and how to use your privilege to intervene in workplace marginalization. Facilitator/Trainer: Melina Abdullah
8	<b>Graduation Celebration Ceremony</b>

Academy Projects:

- Allies for Change Mentoring Program
- Mural and Physical Gathering Space project
- Cultural Enrichment Series/DEIAA Learning Series



# AFFINITY GROUP RECEPTION



# SUMMARY OF SELECT DEIAA INITIATIVES

## Professional Development Committee (PDC)

- ▶ Fully online Professional Development Activity days during the pandemic, including numerous diversity, equity and inclusion professional development offerings.
  - SRJC PDC recipient of the Committee California Community College Council for Staff Development (4CSD) Innovative Activity Award for Fall 2020 PDA award in March 2021
- ▶ Fall 2022 PDA: Focus on DEIAA with plenary presentation by Tim Wise, renowned activist, on dismantling systemic racism
- ▶ Ongoing professional development opportunities on DEIAA topics
  - Spring 2023 PDA
  - Courageous Leaders Academy
  - Academic Senate Communities of Practice

# SUMMARY OF SELECT DEIAA INITIATIVES

## Additional Progress

- ▶ Academic Senate listening session on ‘Eliminating Bias in Recruitment, Hiring, and Retention’ in order to prepare for revisions to Faculty Hiring Procedures and faculty job announcement template (Spring 2021)
- ▶ Collaboration with Academic Senate Equivalency Committee to implement anti-racist procedures and practices
- ▶ District Diversity, Equity and Inclusion webpage
- ▶ Board of Trustees training on ‘Supporting Effective Hiring and Employment Practices’ per District EEO Plan.
- ▶ Council for Racial Equity and Justice added to President’s Consultation Council

# Ethnic Diversity Applicant Pools/Hires

	2017-18		2018-19		2019-20		2020-21		2021-22	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Asian/Native Hawaiian or Pacific Islander	66	2	44	0	14	0	152	5	62	0
Black or African American	27	0	20	2	5	1	60	0	39	2
Hispanic or Latino	36	0	58	2	21	1	215	8	49	2
Native American or Alaska Native	4	1	7	0	2	0	6	0	4	1
White	246	12	246	7	50	3	892	27	171	6
Two or more	0	0	0	0	0	0	0	0	0	0
Unknown	18	2	33	0	9	0	151	1	14	0
Total Applicants	397	17	408	11	101	5	1476	41	339	11
Total Ethnic Diversity *	133 (33.50%)	3 (17.65%)	129 (31.62%)	4 (36.36%)	42 (41.58%)	2 (40%)	433 (29.34%)	13 (31.71%)	154 (45.43%)	5 (45.45%)

\* Unknown not included in Total Ethnic Diversity



# Contract Faculty Ethnic Diversity Employee Demographics

Ethnicity	2017/18	2018/19	2019/20	2020/21	2021/22
Asian/Native Hawaiian or Pacific Islander	25	25	24	25	24
Black or African American	6	5	4	4	6
Hispanic or Latino	27	28	31	35	37
Native American or Alaska Native	6	6	5	3	4
White	229	221	208	206	211
Two or more	8	6	5	5	5
Unknown	4	4	5	5	6
Total Ethnic Diversity	72	70	69	72	76
Ethnic Diversity Percentage	24%	24%	24%	25%	26%
Total Number of Current Contract Faculty	305	295	282	283	293

# Ethnic Diversity Applicant Pools/Hires

	2017-18		2018-19		2019-20		2020-21		2021-22	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Asian/Native Hawaiian or Pacific Islander	118	5	101	3	92	10	89	10	72	3
Black or African American	71	7	80	4	47	0	71	2	58	3
Hispanic or Latino	153	9	127	10	76	5	120	4	74	2
Native American or Alaska Native	13	2	10	1	9	0	4	1	3	1
White	807	92	770	107	442	52	423	27	425	43
Two or more	0	0	0	0	0	0	0	0	0	0
Unknown	65	1	74	6	50	1	46	1	30	1
<b>Total Applicants</b>	<b>1227</b>	<b>116</b>	<b>1162</b>	<b>131</b>	<b>716</b>	<b>68</b>	<b>753</b>	<b>45</b>	<b>662</b>	<b>53</b>
<b>Total Ethnic Diversity *</b>	<b>355 (28.93%)</b>	<b>23 (19.83%)</b>	<b>318 (27.37%)</b>	<b>18 (13.74%)</b>	<b>224 (31.28%)</b>	<b>15 (22.06%)</b>	<b>284 (37.72%)</b>	<b>17 (37.78%)</b>	<b>207 (31.27%)</b>	<b>9 (16.98%)</b>

\* Unknown not included in Total Ethnic Diversity

# Associate Faculty Ethnic Diversity Employee Demographics

Ethnicity	2017/18	2018/19	2019/20	2020/21	2021/22
Asian/Native Hawaiian or Pacific Islander	25	21	17	29	27
Black or African American	10	8	10	14	11
Hispanic or Latino	34	42	40	48	43
Native American or Alaska Native	6	6	5	8	9
White	445	437	397	502	357
Two or more	5	10	7	8	5
Unknown	0	0	4	2	3
Total Ethnic Diversity	80	87	79	107	95
Ethnic Diversity Percentage	15%	17%	16%	18%	20%
Total Number of Current Associate Faculty	525	524	480	611	455

## Ethnic Diversity Applicant Pools/Hires

Ethnicity	2017-18		2018-19		2019-20		2020-21		2021-22	
	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Asian/Native Hawaiian or Pacific Islander	9	1	6	1	4	0	10	0	7	0
Black or African American	7	0	5	0	5	0	7	1	3	0
Hispanic or Latino	16	0	11	1	8	2	8	0	4	1
Native American or Alaska Native	1	0	2	0	1	0	0	0	0	0
White	54	4	26	1	35	2	29	1	25	2
Two or more	0	0	0	0	0	0	0	0	0	0
Unknown	9	0	3	0	5	0	0	0	4	0
Total Applicants	96	5	53	3	58	4	54	2	43	3
Total Ethnic Diversity *	33 (34.38%)	1 (20.00%)	24 (45.28%)	2 (66.67%)	18 (31.03%)	2 (50%)	25 (46.30%)	1 (50%)	14 (32.56%)	1 (33.33%)

\* Unknown not included in Total Ethnic Diversity

# Longitudinal Management Recruitments



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# Management Team Ethnic Diversity

## Employee Demographics

Ethnicity	2017/18	2018/19	2019/20	2020/21	2021/22
Asian/Native Hawaiian or Pacific Islander	9	11	11	8	8
Black or African American	5	5	2	2	3
Hispanic or Latino	13	15	12	14	16
Native American or Alaska Native	0	0	0	0	0
White	69	68	65	55	48
Two or more	3	2	2	2	1
Unknown	0	0	0	0	0
Total Ethnic Diversity	27	33	27	26	28
Ethnic Diversity Percentage	28%	33%	29%	32%	37%
Total Number of Current Management	99	101	92	81	76

## Ethnic Diversity Applicant Pools/Hires

	2017-18		2018-19		2019-20		2020-21		2021-22	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Asian/Native Hawaiian or Pacific Islander	77	1	59	1	27	0	8	0	20	2
Black or African American	17	1	29	4	15	2	5	1	14	5
Hispanic or Latino	181	12	188	9	61	7	23	1	71	8
Native American or Alaska Native	10	2	25	3	8	0	0	0	4	1
White	371	22	380	21	134	12	34	1	156	17
Two or more	0	0	0	0	0	0	0	0	0	0
Unknown	36	1	26	0	23	0	2	0	15	1
Total Applicants	692	39	707	38	268	21	72	3	280	34
Total Ethnic Diversity *	285 (41.18%)	16 (41.03%)	301 (42.57%)	17 (44.74%)	111 (41.42%)	9 (42.86%)	36 (50%)	2 (66.67%)	109 (38.93%)	16 (47.06%)

\* Unknown not included in Total Ethnic Diversity

# Longitudinal Classified Recruitments



# Classified Professional Ethnic Diversity Employee Demographics

Ethnicity	2017/18	2018/19	2019/20	2020/21	2021/22
Asian/Native Hawaiian or Pacific Islander	18	0	17	14	14
Black or African American	35	38	38	31	34
Hispanic or Latino	85	99	90	81	82
Native American or Alaska Native	5	5	5	3	3
White	307	302	301	250	243
Two or more	20	18	18	16	16
Unknown	3	3	0	2	2
Total Ethnic Diversity	163	160	168	145	149
Ethnic Diversity Percentage	34%	33%	36%	37%	38%
Total Number of Current Classified Professionals	473	483	469	397	394

# Demographics of SRJC Students Compared to SRJC Employees and Sonoma County Residents

Ethnicity	SRJC Student Demographics (Spring 2022)	SRJC Employee Demographics (June 2022)	Sonoma County Resident Demographics (2020 Census)
Asian/Native Hawaiian or Pacific Islander	4.9%	7.1%	5%
Black or African American	2%	4.2%	1.6%
Hispanic or Latino	42.4%	16%	28.9%
Native American or Alaska Native	.5%	1%	1.8%
White	39.3%	68.8%	62.7%
Two or more	5.2%	2.1%	13.5%
Unknown	5.7%	.8%	15.3%



# Continued Work

- ▶ Revisions to hiring practices, policies & procedures
- ▶ Employee retention efforts
- ▶ Ongoing Professional Development
- ▶ Further analysis of demographic data